



**CURRICULUM VITAE**  
**OF**  
**ATTY. MIGUEL ERMITAÑO UMALI**

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**PERSONAL DATA:**

DATE OF BIRTH : September 29, 1964  
PLACE OF BIRTH : Daraga, Albay

**EDUCATIONAL BACKGROUND:**

**PRIMARY** : **Divine Word College**  
Legaspi City  
1970-1976  
Honor Received: Fourth Honor

**SECONDARY** : **Divine Word College**  
Legaspi City  
1976-1980  
Honor Received: Third Honor

**COLLEGE** : **Ateneo de Manila University**  
Loyola Heights, Quezon City  
1980-1984  
Course: Bachelor of Science In Business  
Management (BSBM)

**GRADUATE SCHOOL** : **Ateneo de Manila Law School**  
Makati, Metro Manila  
1984-1988  
Bachelor of Laws (LLB)  
Honor Received: Second Honors

ADMITTED TO THE **INTEGRATED  
BAR OF THE PHILIPPINES (IBP)**  
IN **1989** WITH A BAR EXAMINATION  
RATING OF **84.82%**  
**Member: IBP Lifetime No. 00552**

**WORK EXPERIENCE:**

**REGIONAL TRIAL COURT** : **Legal Researcher (OJT)**  
Region V, Legaspi City  
(April – May, 1987)

**CASTILLO, LAMAN, TAN** : **Associate Lawyer**  
**& PANTALEON LAW OFFICE**  
4<sup>th</sup> Floor, Valero Tower  
Valero Street, Salcedo Village  
Makati, Metro Manila  
(January 1989 – October 1992)  
Fields of Practice: Labor Law,  
& Litigation  
Immigration Law, Corporate Law

**TEMIC TELEFUNKEN microelectronic** : **Administrative and Legal Manager**  
**(PHILS.), INC** : **Human Resources Manager**  
Bagsakan Road, FTI Estate  
Taguig, Metro Manila  
(November 1992 – May 2001)  
**Director / Corporate Secretary**

\* Company was a German owned  
100% export oriented company  
engaged in the manufacture /  
sections  
export of semiconductor and  
electronic products with a total  
workforce of about 4,000 employees.

\*\* Company was a wholly owned  
Subsidiary of Daimler Benz (now  
Daimler Chrysler) of Germany.

**Functions and Responsibilities:**  
- managed and supervised the  
various departments and  
of the Human Resources and  
Administrative Organizations  
(Recruitment, Salaries and  
Benefits Administration, Security,  
Discipline, Payroll, Employee and  
Industrial Relations, etc.)

- managed and oversaw administrative departments;
- handled all pending labor, court and administrative cases in coordination with external counsels;
- negotiated, prepared and reviewed contracts and agreements;
- handled CBA negotiation with the union;
- oversaw and supervised security concerns
- handled all administrative and legal matters when the 4,000-strong union staged a wildcat strike in 1995;
- ensured the continued operation of the company with minimal disruption from the strike staged by the union;
- handled and coordinated with the external counsels the labor cases arising from the labor dispute/ strike which eventually led to the Supreme Court decision declaring the strike staged by the union as illegal and upholding the dismissal of all striking employees as valid and legal;
- handled and facilitated the restructuring of the company and spin-off of the company into four (4) separate and distinct companies.

**TEMIC RF TECHNOLOGIES, INC.**  
 (renamed **Microtune RF Technologies, Inc.**)  
 Bagsakan Road, FTI Estate  
 Taguig , Metro Manila  
**(April 1999 – May 2001)**

**: Director/Corporate Secretary**  
**: Legal and Administrative Consultant**

**TEMIC SEMICONDUCTORS (PHILS), INC.** : **Director/Corporate Secretary**  
(renamed **Atmel Semiconductors, Inc.**) : **Legal and Administrative**  
Bagsakan Road, FTI Estate **Consultant**  
Taguig, Metro Manila  
**(April 1999 – July 2001)**

**TEMIC AUTOMOTIVE (PHILS.), INC.** : **Director/Corporate Secretary**  
(renamed **CONTINENTAL TEMIC** : **Legal and Administrative**  
**ELECTRONICS (PHILS.), INC.** **Consultant**  
Bagsakan Road, FTI Estate  
Taguig, Metro Manila  
**(April 1999 - August 2005)**

**VISHAY (PHILS.), INC.** : **Director/Corporate Secretary**  
Bagsakan Road, FTI Estate : **Legal and Administrative**  
Taguig, Metro Manila **Consultant**  
**(April 1999 – October 2007)**

**TENG & CRUZ Law Office** : **Of Counsel**  
7<sup>th</sup> Floor, PDCP Bank Centre  
Leviste cor. Rufino Streets  
Salcedo Village, Makati City  
**(January 2008 to present)**

PHILIPPINE NATIONAL CONSTRUCTION CORPORATION : Director/President and CEO  
(January 28, 2019/February 6, 2019 to present)

**SEMINARS/ TRAININGS ATTENDED:**

1. Organizer, Leadership Training sponsored by the Legaspi Jaycees, Legaspi City, 1980;
2. Participant, Seminar on Doing Business in Japan, October 1982;
3. Participant, Seminar on the Implementing Rules of the Amended Labor Code and Republic Act No. 6715, Hotel Nikko Manila Garden, May 1990;
4. Participant, Seminar on National Development Strategies, Hotel Nikko Manila Garden, March 9, 1990;
5. Participant, Seminar on Immigration Laws of the Philippines, Manila Peninsula Hotel, May 1990;
6. Company Representative to the Association of Semiconductors Administrators (ASPA), 1993 – 2001;

7. Participant, Human Resources Executive Program in Asia, University of Michigan - School of Business Administration, Conrad Hotel, Hong Kong, June -July, 1994;
8. Participant, ECOP/DOLE Symposium on the Anti-Sexual Harassment Law and Other Gender-Sensitive Issues, ECOP Center, August 29, 1995;
9. Participant, Management by Filipino Values by Dr. Tomas Quintin D. Andres, Hyatt Regency Hotel, March 7, 1996;
10. Participant, National Conference of Employers XVII – “Harnessing Human Resources: The Ultimate Strategy, Shangri-la Hotel Makati, April 23-24, 1996;
11. Participant, Symposium on the Comprehensive Tax Reform Package sponsored by the Personnel Management Association of the Philippines (PMAP) and ECOP, Shangri-la Hotel Makati, June 20, 1996;
12. Attendee, 34<sup>th</sup> Philippine Business Conference hosted by Philippine Chamber of Commerce and Industry (PCCI) “One. Global. Filipino Sustaining Gains, Surging Ahead”, Manila Hotel, October 20-22, 2008;
13. Attendee, Business Meeting, “The BSP and ECCP: Partners in Promoting Philippine Development” sponsored by the European Chamber of Commerce of the Philippines (ECCP), Shangri-La Hotel, Makati City, August 7, 2000;
14. Attendee, “Roundtable Discussion on Philippine Employment and Labor Market Reforms” by Philippine Institute for Development Studies (PIDS), NEDA, Makati, Metro Manila, September 29, 2004;
15. Participant, 31<sup>st</sup> National Conference of Employers (ECOP): “UNLEASHING REFORMS: Business, Jobs and Governance”, Manila Hotel, April 20-21, 2010.
16. Attendee, 34<sup>th</sup> National Conference of Employers (ECOP): “Inclusive Growth: Vision, Prescriptions, and Actions”, Marriot Hotel, May 23-24, 2013;